DOCUMENT RESUME

ED 063 938 JC 720 171

TITLE	New England Junior College Council Salary Survey 1971-72.
INSTITUTION	New England Board of Higher Education, Wellesley, Mass.
PUB DATE	Jun 72
NOTE	47p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Administrative Personnel; College Faculty; *Fringe Benefits; *Junior Colleges; Questionnaires; *Salaries; Surveys; *Teacher Salaries; Teacher Welfare

ABSTRACT

The New England Board of Higher Education conducted a salary survey among the 51 New England Junior College Council member institutions. The questionnaire sought information about salaries of selected administrators, full-time faculty, and fringe benefits for full-time faculty. Of the 35 responding colleges, 20 were public and 15 were private colleges. Minimum, maximum, and mean salaries are provided for the various administrative and faculty positions at public and private colleges as well as the frequency distributions of these salaries. A summary of the fringe benefits includes information on retirement plans, medical plans, life insurance, long-term disability protection, Workmen's Compensation, and "cash tuition" for children. (RN)

ED 063938

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

JC 720 171

NEW ENGLAND JUNIOR COLLEGE COUNCIL
SALARY SURVEY
1971-72

PREPARED BY THE
NEW ENGLAND BOARD OF HIGHER EDUCATION

JUNE 1972

40 GROVE STREET, WELLESLEY, MASSACHUSETTS 02

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

nebhe
new england board of higher education

NEW ENGLAND JUNIOR COLLEGE COUNCIL
SALARY SURVEY
1971-72

PREPARED BY THE
NEW ENGLAND BOARD OF HIGHER EDUCATION

JUNE 1972

UNIVERSITY OF CALIF.
LOS ANGELES

AUG 9 1972

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

GROVE STREET, WELLESLEY, MASSACHUSETTS 02181

INTRODUCTION

At the request of the Executive Committee of the New England Junior College Council (NEJCC), NEBHE recently conducted a salary survey among the 51 NEJCC member institutions. Three types of information were sought:

- salaries of selected administrators;
- salaries of full-time faculty; and
- fringe benefits for full-time faculty.

A questionnaire requesting this information (Appendix A) was mailed to the NEJCC membership on April 25, 1972, along with a cover letter from NEJCC President Clifton W. Emery explaining the purpose of the survey. A reminder was mailed on May 15, 1972.

RESPONDENTS

By June 5, 1972, a total of 37 (73%) of the NEJCC members had responded to the survey:

	No. NEJCC Members	No. Responding	Percent Responding
Public	23	20	87%
Private	28	17	61
TOTAL	51	37	73%

Since St. Thomas Seminary is staffed by diocesan priests who do not receive compensation for their educational services *per se*, it was excluded from the survey. Similarly, the Junior College of Connecticut, a division of the University of Bridgeport, was excluded because most of its faculty and staff have University-wide responsibility. Of the 35 responding colleges which were included in the survey, 20 were public and 15 private colleges. (See Appendix B)

ADMINISTRAT

Thirty-f
survey provid
trative offic
has a policy
viduals.)

Table 1
this portion
In addition,
butions of th
officers repo
institutions

FACULTY SAL

Useable
by 33 of the
report, each
number in ord
vidual salari

Tables 4
19 public col
contracts res
maximum and m
and the weigh
ported at all

---

* The weighte
summing the d
salary multip
the colleges
number of fac
colleges.

Executive Committee of
ege Council (NEJCC),
salary survey among the
s. Three types of in-

d administrators;
me faculty; and
full-time faculty.

sting this information
the NEJCC membership on
a cover letter from
Emery explaining the
eminder was mailed on

tal of 37 (73%) of the
to the survey:

No. ponding	Percent Responding
20	87%
17	61
37	73%

nary is staffed by
receive compensation
ces *per se*, it was ex-
milarly, the Junior
ivision of the Uni-
excluded because most
ve University-wide
responding colleges
survey, 20 were public
(See Appendix B)

ADMINISTRATIVE SALARIES

Thirty-four of the 35 colleges included in this survey provided data on the salaries of their administrative officers in 1971-72. (The remaining college has a policy against releasing salary data on individuals.)

Table 1 presents a summary of the results of this portion of the survey by control of institution. In addition, Tables 2 and 3 provide frequency distributions of the salaries paid those administrative officers reported by 5 or more public or private institutions respectively.

FACULTY SALARIES

Useable 1971-72 faculty salary data were provided by 33 of the responding colleges. For purposes of this report, each college included was assigned an arbitrary number in order to preserve the confidentiality of individual salaries at individual colleges.

Tables 4 and 5 present the data provided by the 19 public colleges for faculty on 9-10 and 11-12 month contracts respectively. Also shown by rank are the maximum and minimum salaries reported by any institution and the weighted average salary* for the faculty reported at all of the colleges.

---

* The weighted average for a given rank is derived by summing the dollar salary outlay in that rank (average salary multiplied by the number of faculty) at all of the colleges and then dividing that sum by the total number of faculty reported in that rank at all of the colleges.

Tables 6 and 7 present the above information for 9-10 and 11-12 month contract faculty respectively at the 8 private colleges with academic rank. Table 8 presents this information for the 6 private colleges without academic rank.

FRINGE BENEFITS

Table 9 presents a summary of the fringe benefits available to full-time faculty at the 35

respond
on

Since n
benefit

ent the above information
contract faculty respec-
olleges with academic rank.
formation for the 6 private
rank.

summary of the fringe
l-time faculty at the 35

responding colleges in 1971-72, including information on

- retirement plans;
- medical plans;
- life insurance;
- long-term disability protection;
- Workmen's Compensation;
- "cash tuition" for children; and
- other benefits.

Since none of the college provide "cash housing" benefits, this item was excluded from the summary.

Table 1

SALARIES IN ADMINISTRATIVE POSITIONS AT RESPONDING NEJCC

	Public			
	Number Reported	Minimum	Median	Maximum
President	19	$25,000	$30,739	$32,430
Exec. Vice President	--	--	--	--
V.P. for Acad. Admin.	1	--	24,465	--
V.P. for Bus. Admin.	4	18,749	20,162	23,100
V.P. for Development	--	--	--	--
V.P. for Student Affairs	--	--	--	--
Provost	--	--	--	--
Dean/Dir. of Admissions	18	10,772	14,888	22,050
Dean of Faculty	16	16,098	21,541	24,146
Dean of Instruction	1	--	19,568	--
Dean of Students	18	14,348	20,310	22,820
Dean of Women	--	--	--	--
Dir., Alumni Affairs	--	--	--	--
Dir., Athletics	8	9,516	13,715	17,322
Dir., Budget	1	--	16,710	--
Dir., Cont. Educ.	10	13,059	16,157	22,300
Dir., Data Proc.	7	10,317	13,952	16,800
Dir., Development	--	--	--	--
Dir., Food Services	--	--	--	--
Dir., Evening Div.	4	11,913	12,168	18,098
Dir., Inst. Res.	3	14,348	16,532	18,099
Dir., Placement	4	10,039	12,815	15,363
Dir., Physical Plant	5	12,360	13,468	16,804
Dir., Planning	1	--	18,546	--
Dir., Public Rel.	7	10,299	13,697	18,999
Dir., Res. Halls	--	--	--	--
Dir., St. Counseling	14	13,166	13,881	21,305
Dir., Fin. Aid	13	8,426	10,717	13,933
Dir., Student Hlth.	1	--	11,755	--
Dir., Student Union	4	9,019	10,342	12,360
Asst. to the Pres.	12	9,512	14,616	19,991
Business Manager	13	9,750	14,862	18,826
Chief Librarian	17	10,405	14,894	20,124
Controller	--	--	--	--
Purchasing Officer	2	8,517	9,386	10,254
Registrar	16	10,813	14,383	21,305

Table 1

TRATIVE POSITIONS AT RESPONDING NEJCC MEMBER INSTITUTIONS, 1971-72

Public				Private			
Number Reported	Minimum	Median	Maximum	Number Reported	Minimum	Median	Maximum
19	$25,000	$30,739	$32,430	15	$20,000	$25,000	$32,500
--	--	--	--	1	--	22,500	--
1	--	24,465	--	5	17,000	18,500	21,000
4	18,749	20,162	23,100	4	14,100	16,500	24,000
--	--	--	--	1	--	16,000	--
--	--	--	--	1	--	13,000	--
--	--	--	--	1	--	20,000	--
18	10,772	14,888	22,050	12	11,000	13,725	17,500
16	16,098	21,541	24,146	4	11,500	16,500	19,500
1	--	19,568	--	3	14,200	17,000	18,000
18	14,348	20,310	22,820	11	9,400	14,500	19,000
--	--	--	--	2	10,500	11,450	12,400
--	--	--	--	7	8,800	9,100	12,800
8	9,516	13,715	17,322	2	12,700	13,183	13,666
1	--	16,710	--	--	--	--	--
10	13,059	16,157	22,300	2	12,765	12,783	12,800
7	10,317	13,952	16,800	2	11,200	14,600	18,000
--	--	--	--	6	10,000	14,750	16,300
--	--	--	--	5	8,950	11,400	12,000
4	11,913	12,168	18,098	1	--	11,200	--
3	14,348	16,532	18,099	2	12,000	12,500	13,000
4	10,039	12,815	15,363	3	7,100	9,300	13,000
5	12,360	13,468	16,804	10	8,361	12,125	13,500
1	--	18,546	--	--	--	--	--
7	10,299	13,697	18,999	10	8,483	11,167	15,400
--	--	--	--	4	6,750	8,400	10,500
14	13,166	13,881	21,305	5	9,000	11,300	12,600
13	8,426	10,717	13,933	6	8,100	9,950	13,000
1	--	11,755	--	6	5,420	8,400	13,000
4	9,019	10,342	12,360	2	7,200	7,550	7,900
12	9,512	14,616	19,991	3	10,200	10,600	10,800
13	9,750	14,862	18,826	11	8,400	14,500	18,500
17	10,405	14,894	20,124	12	8,000	11,000	14,400
--	--	--	--	5	12,000	12,800	15,500
2	8,517	9,386	10,254	--	--	--	--
16	10,813	14,383	21,305	12	6,500	10,050	12,000

Table 1 (Cont'd)

	Public				Nu
	Number Reported	Minimum	Median	Maximum	Rep
Bookstore Manager	9	$ 8,078	$ 9,753	$13,300	
Other:					
Dean of Administration	9	15,764	20,241	22,621	
Dean of College	2	22,823	23,886	24,948	-
Dean of Seniors	--	--	--	--	
Dir. Annual Giving	--	--	--	--	
Dir., Comm. Services	1	--	19,568	--	-
Dir., Student Personnel	1	--	17,322	--	-

Table 1 (Cont'd)

Public				Private			
umber ported	Minimum	Median	Maximum	Number Reported	Minimum	Median	Maximum
9	$ 8,078	$ 9,753	$13,300	9	$ 3,663	$ 7,250	$ 8,500
9	15,764	20,241	22,621	1	--	15,000	--
2	22,823	23,886	24,948	--	--	--	--
--	--	--	--	1	--	14,500	--
--	--	--	--	1	--	8,400	--
1	--	19,568	--	--	--	--	--
1	--	17,322	--	--	--	--	--

Table 2

FREQUENCY DISTRIBUTION OF SALARIES IN SELECTED[1] ADMINIS

PUBLIC COLLEGE MEMBERS, 1

Salary Range	President	Dean/Dir. Admissions	Dean of Faculty	Dean of Students	Dir. of Athletics	D C
$32,000-32,999	5					
31,000-31,999	1					
30,000-30,999	4					
29,000-29,999	3					
28,000-28,999	4					
27,000-27,999	-					
26,000-26,999	-					
25,000-25,999	2					
24,000-24,999			2			
23,000-23,999			1			
22,000-22,999		1	4	5		
21,000-21,999		-	4	2		
20,000-20,999		-	1	4		
19,000-19,999		-	2	1		
18,000-18,999		1	1	2		
17,000-17,999		3	-	2	1	
16,000-16,999		-	1	1	-	
15,000-15,999		3		-	1	
14,000-14,999		4		1	2	
13,000-13,999		4			2	
12,000-12,999		1			-	
11,000-11,999		-			-	
10,000-10,999		1			1	
9,000- 9,999					1	
8,000- 8,999						
Number Reported	19	18	16	18	8	
Maximum Reported	32,430	22,050	24,146	22,820	17,322	
Median Reported	30,739	14,888	21,541	20,310	13,715	
Minimum Reported	25,000	10,772	16,098	14,348	9,516	

[1] Frequency distribution presented only for those positions reported

Table 2

IBUTION OF SALARIES IN SELECTED[1] ADMINISTRATIVE POSITIONS, RESPONDING NEJCC PUBLIC COLLEGE MEMBERS, 1971-72

n/Dir. issions	Dean of Faculty	Dean of Students	Dir. of Athletics	Dir. of Cont. Ed.	Dir. of Data Proc.	Director of Phys. Plant	Dir. of Public Rel.
1	2						
-	1						
-	4	5		1			
-	4	2		1			
-	1	4		-			
-	2	1		-			
1	1	2		-			1
3	-	2	1	2			1
-	1	1	-	1	1	1	-
3		-	1	1	1	-	-
4		1	2	2	1	-	1
4			2	2	2	2	2
1			-		1	2	-
-			-		-		1
1			1		1		2
			1				
18	16	18	8	10	7	5	7
,050	24,146	22,820	17,322	22,300	16,800	16,804	18,999
,888	21,541	20,310	13,715	16,157	13,952	13,468	13,697
,772	16,098	14,348	9,516	13,059	10,317	12,360	10,299

ented only for those positions reported by 5 or more colleges.

Table 2 (Cont'd)

Salary Range	Director of St. Counseling	Director of St. Fin. Aid	Asst. to the Pres.	Business Manager	Ch Libr
$32,000-32,999					
31,000-31,999					
30,000-30,999					
29,000-29,999					
28,000-28,999					
27,000-27,999					
26,000-26,999					
25,000-25,999					
24,000-24,999					
23,000-23,999					
22,000-22,999					
21,000-21,999	1				
20,000-20,999	-				
19,000-19,999	-		2		
18,000-18,999	1		-	1	
17,000-17,999	-		-	1	
16,000-16,999	1		3	3	
15,000-15,999	1		-	-	
14,000-14,999	3		2	4	
13,000-13,999	7	3	2	1	
12,000-12,999		1	-	2	
11,000-11,999		1	1	-	
10,000-10,999		5	1	-	
9,000- 9,999		2	1	1	
8,000- 8,999		1			
Number Reported	14	13	12	13	1
Maximum Reported	21,305	13,933	19,991	18,826	20,
Median Reported	13,881	10,717	14,616	14,862	14,
Minimum Reported	13,166	8,426	9,512	9,750	10,

Table 2 (Cont'd)

ctor of ounseling	Director of St. Fin. Aid	Asst. to the Pres.	Business Manager	Chief Librarian	Registrar	Bookstore Manager	Dean of Administration
1				1			2
-			1	-			1
-		2	-	-			1
1		-	-	-			-
-		-	1	-			1
1		3	3	2			1
1		-	-	3			1
3		2	4	2			
7	3	2	1	2	1		
	1	-	2	2	-		
	1	1	-	2	-		
	5	1	-	2	3		
	2	1	1		4		
	1				1		
14	13	12	13	17	16	9	9
,305	13,933	19,991	18,826	20,124	21,305	13,300	22,621
,881	10,717	14,616	14,862	14,894	14,383	9,753	20,241
,166	8,426	9,512	9,750	10,405	10,813	8,078	15,764

Table 3

FREQUENCY DISTRIBUTION OF SALARIES IN SELECTED[1] ADMINISTR

PRIVATE COLLEGE MEMBERS, 1971

Salary Range	President	V.P. for Acad. Admin.	Dean/Dir. Admissions	Dean of Students	Director, Alumni Aff
$32,000-32,999	1				
31,000-31,999	1				
30,000-30,999	1				
29,000-29,999	-				
28,000-28,999	-				
27,000-27,999	2				
26,000-26,999	2				
25,000-25,999	3				
24,000-24,999	3				
23,000-23,999	-				
22,000-22,999	-				
21,000-21,999	1	1			
20,000-20,999	1	-			
19,000-19,999		-		1	
18,000-18,999		2		1	
17,000-17,999		2	1	-	
16,000-16,999			1	2	
15,000-15,999			2	1	
14,000-14,999			-	1	
13,000-13,999			4	1	
12,000-12,999			1	1	2
11,000-11,999			3	2	-
10,000-10,999				-	1
9,000- 9,999				1	3
8,000- 8,999					1
7,000- 7,999					
6,000- 6,999					
5,000- 5,999					
below $5,000					
Number Reported	15	5	12	11	7
Maximum Reported	32,500	21,000	17,500	19,000	12,800
Median Reported	25,000	18,500	13,725	14,500	9,100
Minimum Reported	20,000	17,000	11,000	9,400	8,800

Table 3

ION OF SALARIES IN SELECTED[1] ADMINISTRATIVE POSITIONS, RESPONDING NEJCC PRIVATE COLLEGE MEMBERS, 1971-72

r min.	Dean/Dir. Admissions	Dean of Students	Director, Alumni Aff.	Director, Development	Director, Food Serv.	Dir. of Phys. Plant	Dir. of Public Rel.
1	1						
1	1						
2	-						
-	2			1			
4	1			2			2
1	1			1		3	-
3	1	2		1	1	3	1
	2	-	-	-	2	-	2
	-	1	1	1	1	-	1
	1	3			-	2	1
		1			1	2	2
12	11	7	6	5	10	10	
17,500	19,000	12,800	16,300	12,000	13,500	15,400	
13,725	14,500	9,100	14,750	11,400	12,125	11,167	
11,000	9,400	8,800	10,000	8,950	8,361	8,483	

Table 3 (Cont'd)

Salary Range	Director of St. Counseling	Dir. of Fin. Aid	Dir. of St. Health	Business Manager	Chie Librar
$32,000-32,999					
31,000-31,999					
30,000-30,999					
29,000-29,999					
28,000-28,999					
27,000-27,999					
26,000-26,999					
25,000-25,999					
24,000-24,999					
23,000-23,999					
22,000-22,999					
21,000-21,999					
20,000-20,999					
19,000-19,999					
18,000-18,999				2	
17,000-17,999				-	
16,000-16,999				2	
15,000-15,999				1	
14,000-14,999				1	2
13,000-13,999		1	1	1	-
12,000-12,999	2	-	-	1	2
11,000-11,999	1	-	1	1	3
10,000-10,999	-	2	-	1	1
9,000- 9,999	2	1	1	-	1
8,000- 8,999		2	-	1	3
7,000- 7,999			2		
6,000- 6,999			-		
5,000- 5,999			1		
below $5,000					
Number Reported	5	6	6	11	12
Maximum Reported	12,500	13,000	13,000	18,500	14,4
Median Reported	11,300	9,950	8,400	14,500	11,0
Minimum Reported	9,000	8,100	5,420	8,400	8,0

[1] Frequency distribution presented only for those positions reported by

Table 3 (Cont'd)

tor of unseling	Dir. of Fin. Aid	Dir. of St. Health	Business Manager	Chief Librarian	Controller	Registrar	Bookstore Manager
2 1 - 2	1 - - 2 1 2	1 - 1 - 1 - 2 - 1	2 - 2 1 1 1 1 1 1 - 1	2 - 2 3 1 1 3	1 - 1 3	1 3 4 1 2 - 1	3 2 2 1 1
5	6	6	11	12	5	12	9
,500	13,000	13,000	18,500	14,400	15,500	12,000	8,500
,300	9,950	8,400	14,500	11,000	12,800	10,050	7,250
,000	8,100	5,420	8,400	8,000	12,000	6,500	3,663

presented only for those positions reported by 5 or more colleges.

Table 4

FACULTY SALARIES AT RESPONDING NEJCC PUBLIC COLLEGE MEMBERS, 9-

	I n s t i t u t					
	15	16	17	18	19	20
Professors						
Number	--	2	15	12	--	5
Maximum Salary	--	20,574	18,099	--	--	18,098
Minimum Salary	--	20,574	14,214	--	--	14,861
Mean Salary	--	20,574	15,490	15,833	--	16,674
Associate Professors						
Number	5	9	27	22	--	20
Maximum Salary	14,894	19,368	14,461	--	--	16,203
Minimum Salary	14,348	15,310	11,404	--	--	11,403
Mean Salary	14,694	16,569	12,751	12,182	--	13,427
Assistant Professors						
Number	14	11	41	51	7	22
Maximum Salary	12,996	14,880	11,918	--	13,826	12,810
Minimum Salary	11,751	11,640	9,516	--	12,166	9,916
Mean Salary	12,462	13,312	10,182	9,893	12,996	11,123
Instructors						
Number	20	5	37	30	26	18
Maximum Salary	12,537	13,245	9,984	--	12,537	11,138
Minimum Salary	10,572	10,400	8,130	--	10,179	8,130
Mean Salary	11,515	11,366	9,094	9,446	11,358	9,075
All Ranks						
Number	39	27	120	115	33	65
Maximum Salary	14,894	20,574	18,099	--	13,826	18,098
Minimum Salary	10,572	10,400	8,130	--	10,179	8,130
Mean Salary	12,263	14,782	11,088	10,834	12,002	11,692

Table 4

PONDING NEJCC PUBLIC COLLEGE MEMBERS, 9-10 MONTH CONTRACTS, 1971-72

	Institution								
_	17	18	19	20	21	22	23	24	25
	15	12	--	5	13	16	10	3	12
4	18,099	--	--	18,098	19,495	19,495	18,749	19,158	20,241
4	14,214	--	--	14,861	14,214	14,861	14,214	17,322	14,861
4	15,490	15,833	--	16,674	16,762	17,178	15,869	18,138	16,382
	27	22	--	20	24	18	11	3	20
8	14,461	--	--	16,203	15,636	16,203	13,442	17,078	15,069
0	11,404	--	--	11,403	11,404	13,442	11,913	15,440	11,403
9	12,751	12,182	--	13,427	13,240	14,823	12,470	16,168	12,614
	41	51	7	22	19	19	27	38	34
0	11,918	--	13,826	12,810	12,360	12,810	12,810	13,826	12,360
0	9,516	--	12,166	9,916	9,916	9,516	9,916	11,751	9,516
2	10,182	9,893	12,996	11,123	11,421	11,163	10,890	13,218	10,821
	37	30	26	18	18	20	31	29	28
5	9,984	--	12,537	11,138	11,138	10,772	10,299	12,144	10,771
0	8,130	--	10,179	8,130	8,427	8,427	8,427	10,179	8,130
6	9,094	9,446	11,358	9,075	9,293	9,599	9,172	11,141	9,311
	120	115	33	65	74	73	79	77[2]	94
4	18,099	--	13,826	18,098	19,495	19,495	18,749	19,158	20,241
0	8,130	--	10,179	8,130	8,427	8,427	8,427	9,518	8,130
2	11,088	10,834	12,002	11,692	12,432	12,955	11,066	12,564	12,282

Table 4 (Cont'd)

	Institution						
	26	27	28	29	30	31	
Professors							
Number	--	6	16	19	1	--	
Maximum Salary	--	19,495	18,099	17,451	13,755	--	16
Minimum Salary	--	14,862	14,214	14,214	13,755	--	16
Mean Salary	--	16,713	15,509	15,202	13,755	--	16
Associate Professors							
Number	3	10	15	24	30	3	
Maximum Salary	14,894	15,636	14,461	14,461	14,805	17,078	15
Minimum Salary	14,348	11,404	10,317	11,404	10,500	13,802	13
Mean Salary	14,530	12,693	11,913	12,295	12,275	15,440	14
Assistant Professors							
Number	24	23	24	32	113	28	
Maximum Salary	13,826	12,360	11,918	12,810	12,705	13,826	13
Minimum Salary	11,336	9,516	9,916	9,516	8,820	11,336	11
Mean Salary	12,394	10,876	10,717	10,633	10,216	12,581	12
Instructors							
Number	27	22	28	33	47	18	
Maximum Salary	12,537	10,299	11,138	10,772	10,910	12,537	12
Minimum Salary	10,572	8,427	8,130	8,130	7,200	10,179	10
Mean Salary	11,183	9,094	9,019	8,987	9,032	11,358	11
All Ranks							
Number	54	61	83	108	191	49	
Maximum Salary	14,894	19,495	18,099	17,451	14,805	17,078	16
Minimum Salary	10,572	8,427	8,130	8,130	7,200	10,179	10
Mean Salary	11,907	11,105	10,717	11,303	10,267	12,307	12

[1] Presented for "All Institutions" are: the total number of faculty reported by maximum salary reported, the lowest minimum salary reported, and the weighted of the mean salaries reported -- all by individual faculty rank and for all r

[2] Also includes 4 lecturerers.

Table 4 (Cont'd)

Institution							
26	27	28	29	30	31	32	All[1]
--	6	16	19	1	--	1	131
--	19,495	18,099	17,451	13,755	--	16,098	20,574
--	14,862	14,214	14,214	13,755	--	16,098	13,755
--	16,713	15,509	15,202	13,755	--	16,098	16,159
3	10	15	24	30	3	9	253
,894	15,636	14,461	14,461	14,805	17,078	15,440	19,368
,348	11,404	10,317	11,404	10,500	13,802	13,802	10,317
,530	12,693	11,913	12,295	12,275	15,440	14,530	13,105
24	23	24	32	113	28	34	561
,826	12,360	11,918	12,810	12,705	13,826	13,826	14,880
,336	9,516	9,916	9,516	8,820	11,336	11,336	8,820
,394	10,876	10,717	10,633	10,216	12,581	12,410	11,133
27	22	28	33	47	18	25	462
,537	10,299	11,138	10,772	10,910	12,537	12,537	13,245
,572	8,427	8,130	8,130	7,200	10,179	10,179	7,200
,183	9,094	9,019	8,987	9,032	11,358	11,059	9,848
54	61	83	108	191	49	69	1411
,894	19,495	18,099	17,451	14,805	17,078	16,098	20,574
,572	8,427	8,130	8,130	7,200	10,179	10,179	7,200
,907	11,105	10,717	11,303	10,267	12,307	12,251	11,560

tutions" are: the total number of faculty reported by all institutions combined, the highest
, the lowest minimum salary reported, and the weighted (by number of faculty reported) average
orted -- all by individual faculty rank and for all ranks.

rers.

Table 5

FACULTY SALARIES AT RESPONDING NEJCC PUBLIC COLLEGE MEMBERS

	I n s t i t u t i o			
	30	31	32	33
Professors				
Number	--	--	--	6
Maximum Salary	--	--	--	18,74
Minimum Salary	--	--	--	13,61
Mean Salary	--	--	--	16,59
Associate Professors				
Number	2	3	3	15
Maximum Salary	16,380	20,757	20,757	15,63
Minimum Salary	15,750	16,959	18,225	11,32
Mean Salary	16,065	18,858	19,069	13,35
Assistant Professors				
Number	3	--	5	23
Maximum Salary	14,490	--	17,078	12,36
Minimum Salary	11,718	--	14,348	9,33
Mean Salary	12,736	--	15,768	10,55
Instructors				
Number	2	--	2	23
Maximum Salary	11,088	--	13,933	9,98
Minimum Salary	11,025	--	13,933	8,13
Mean Salary	11,056	--	13,933	8,73
All Ranks				
Number	7	3	10	67
Maximum Salary	16,380	20,757	20,757	18,74
Minimum Salary	11,025	16,959	13,933	8,13
Mean Salary	13,207	18,858	16,391	11,09

[1] Presented for "All Institutions" are: the total number of facu the highest maximum salary reported, the lowest minimum salary faculty reported) average of the mean salaries reported -- all ranks.

Table 5

T RESPONDING NEJCC PUBLIC COLLEGE MEMBERS, 11-12 MONTH CONTRACTS, 1971-72

Institution				
30	31	32	33	All[1]
--	--	--	6	6
--	--	--	18,749	18,749
--	--	--	13,611	13,611
--	--	--	16,596	16,596
2	3	3	15	23
16,380	20,757	20,757	15,636	20,757
15,750	16,959	18,225	11,323	11,323
16,065	18,858	19,069	13,352	15,052
3	--	5	23	31
14,490	--	17,078	12,360	17,078
11,718	--	14,348	9,331	9,331
12,736	--	15,768	10,554	11,606
2	--	2	23	27
11,088	--	13,933	9,984	13,933
11,025	--	13,933	8,130	8,130
11,056	--	13,933	8,739	9,295
7	3	10	67	87
16,380	20,757	20,757	18,749	20,757
11,025	16,959	13,933	8,130	8,130
13,207	18,858	16,391	11,099	12,144

nstitutions" are: the total number of faculty reported by all institutions combined, salary reported, the lowest minimum salary reported, and the weighted (by number of erage of the mean salaries reported -- all by individual faculty rank and for all

Table 6

FACULTY SALARIES AT RESPONDING NEJCC PRIVATE COLLEGE M

9-10 MONTH CONTRACTS, 1971-7

	I n s t i t u t			
	7	8	9	10
Professors				
Number	5	1	1	2
Maximum Salary	15,000	13,970	13,500	15,000
Minimum Salary	11,000	13,970	13,500	11,500
Mean Salary	13,175	13,970	13,500	13,250
Associate Professors				
Number	14	--	3	4
Maximum Salary	12,500	--	11,700	11,500
Minimum Salary	9,500	--	9,900	10,500
Mean Salary	11,227	--	10,800	11,000
Assistant Professors				
Number	14	11	9	4
Maximum Salary	11,000	13,540	9,950	10,500
Minimum Salary	8,500	9,490	8,900	9,500
Mean Salary	9,758	10,971	9,400	10,000
Instructors				
Number	3	8	4	9
Maximum Salary	10,000	9,800	8,850	9,800
Minimum Salary	7,500	7,550	7,750	6,000
Mean Salary	9,325	8,387	8,200	7,900
All Ranks				
Number	36	20	17	19
Maximum Salary	15,000	13,970	13,500	15,000
Minimum Salary	7,500	7,550	7,750	6,000
Mean Salary	10,870	10,087	9,500	9,558

[1] 9-month faculty only; college also reported 6 faculty on 10-month co

[2] Presented for "All Institutions" are: the total number of faculty re
the highest maximum salary reported, the lowest minimum salary repor
faculty reported) average of the mean salaries reported -- all by in

[3] Also includes 2 lecturers.

Table 6

T RESPONDING NEJCC PRIVATE COLLEGE MEMBERS WITH FACULTY RANKS,
9-10 MONTH CONTRACTS, 1971-72

Institution					
8	9	10	11	12[1]	All[2]
1	1	2	1	4	14
13,970	13,500	15,000	14,700	13,000	15,000
13,970	13,500	11,500	14,700	11,800	11,000
13,970	13,500	13,250	14,700	12,175	13,089
--	3	4	10	6	37
--	11,700	11,500	13,100	12,500	13,100
--	9,900	10,500	9,700	10,500	9,500
--	10,800	11,000	10,600	11,683	11,072
11	9	4	10	24	72
13,540	9,950	10,500	10,600	12,950	13,540
9,490	8,900	9,500	9,000	9,050	8,500
10,971	9,400	10,000	9,800	10,562	10,186
8	4	9	23	15	62
9,800	8,850	9,800	9,700	11,200	11,200
7,550	7,750	6,000	8,100	7,500	6,000
8,387	8,200	7,900	8,700	9,083	8,634
20	17	19	44	51[3]	187
13,970	13,500	15,000	14,700	13,000	15,000
7,550	7,750	6,000	8,100	7,200	6,000
10,087	9,500	9,558	9,300	10,237	9,986

so reported 6 faculty on 10-month contracts.
' are: the total number of faculty reported by all institutions combined,
rted, the lowest minimum salary reported, and the weighted (by number of
e mean salaries reported -- all by individual faculty rank and for all ranks.

Table 7

FACULTY SALARIES AT RESPONDING NEJCC PRIVATE COLLEGE

11-12 MONTH CONTRACTS, 1971-

	I n s t i t u		
	10	11	13
Professors			
Number	8	--	1
Maximum Salary	15,000	--	10,500
Minimum Salary	11,500	--	10,500
Mean Salary	13,250	--	10,500
Associate Professors			
Number	11	2	11
Maximum Salary	12,500	12,700	11,000
Minimum Salary	10,500	11,780	9,500
Mean Salary	11,500	12,240	10,330
Assistant Professors			
Number	6	--	7
Maximum Salary	11,500	--	10,000
Minimum Salary	9,500	--	7,225
Mean Salary	10,500	--	8,700
Instructors			
Number	9	2	7
Maximum Salary	10,500	10,080	8,000
Minimum Salary	8,500	8,700	7,200
Mean Salary	9,500	9,390	7,586
All Ranks			
Number	34	4	26
Maximum Salary	15,000	12,700	11,000
Minimum Salary	8,500	8,700	7,200
Mean Salary	11,206	10,815	9,159

[1] Presented for "All Institutions" are: the total number of facu
the highest maximum salary reported, the lowest minimum salary
faculty reported) average of the mean salaries reported -- all

Table 7

ES AT RESPONDING NEJCC PRIVATE COLLEGE MEMBERS WITH FACULTY RANKS,

11-12 MONTH CONTRACTS, 1971-72

Institution				
10	11	13	14	All[1]
8	--	1	2	11
15,000	--	10,500	16,000	16,000
11,500	--	10,500	13,800	10,500
13,250	--	10,500	14,900	13,300
11	2	11	8	32
12,500	12,700	11,000	12,300	12,700
10,500	11,780	9,500	9,200	9,200
11,500	12,240	10,330	11,238	11,079
6	--	7	6	19
11,500	--	10,000	12,300	12,300
9,500	--	7,225	9,300	7,225
10,500	--	8,700	10,480	9,831
9	2	7	5	23
10,500	10,080	8,000	10,000	10,500
8,500	8,700	7,200	7,500	7,200
9,500	9,390	7,586	8,260	8,638
34	4	26	21	85
15,000	12,700	11,000	16,000	16,000
8,500	8,700	7,200	7,500	7,200
11,206	10,815	9,159	10,661	10,427

stitutions" are: the total number of faculty reported by all institutions combined,
alary reported, the lowest minimum salary reported, and the weighted (by number of
rage of the mean salaries reported -- all by individual faculty rank and for all ranks.

Table 8

FACULTY SALARIES AT RESPONDING NEJCC PRIVATE
WITHOUT FACULTY RANKING SYSTEM,

Faculty with 9-10 M

	Institut		
	1	2	3
Number of Faculty	31	33	42
Maximum Salary	12,950	14,250	16,300
Minimum Salary	7,700	7,500	7,800
Mean Salary	10,084	10,310	NR

Faculty with 11-12 Month Contracts

	Institution	
	6	All[1]
Number of Faculty	13	13
Maximum Salary	11,550	11,550
Minimum Salary	7,455	7,455
Mean Salary	9,253	9,253

[1] Presented for "All Institutions" are: the total number of facu
the highest maximum salary reported, the lowest minimum salary
faculty reported) average of the mean salaries reported.

[2] Weighted average based on Institutions 1, 2, 4 and 5 only; Ins

Table 8

FACULTY SALARIES AT RESPONDING NEJCC PRIVATE COLLEGE MEMBERS

WITHOUT FACULTY RANKING SYSTEM, 1971-72

Faculty with 9-10 Month Contracts

	Institution					
	1	2	3	4	5	All[1]
aculty	31	33	42	97	40	243
ary	12,950	14,250	16,300	13,500	12,000	16,300
ary	7,700	7,500	7,800	7,200	7,050	7,050
	10,084	10,310	NR	10,350	8,714	9,977[2]

Faculty with 11-12 Month Contracts

	Institution	
	6	All[1]
aculty	13	13
ary	11,550	11,550
ary	7,455	7,455
	9,253	9,253

for "All Institutions" are: the total number of faculty reported by all institutions combined, st maximum salary reported, the lowest minimum salary reported, and the weighted (by number of eported) average of the mean salaries reported.

average based on Institutions 1, 2, 4 and 5 only; Institution 3 did not report an average salary.

Table 9

FRINGE BENEFITS FOR FULL-TIME FACULTY AT RESPONDING NEJCC M

Institution	FICA[1]	Retirement Plan[2]	Medical Plan[3] Basic	Medical Plan[3] Major	Life Insurance	Lo Di Pr
CONNECTICUT - PUBLIC						
Greater Hartford, Housatonic, Manchester, Mattatuck, Middlesex, Norwalk, and South Central Community Colleges	Yes	(1) option of either: a. State Employess' Retirement System, or b. Conn. Teachers' Retirement System (2) 10 yrs (both) (3) Inst-balance necessary to provide benefit(both) Ind- a. 2% of first $9,000 salary, 5% of balance; or 5% of total salary b. 6%	Inst-100% for employee and 50% for family coverage. Ind-50% for family coverage.		Inst-$3.74 per thousand per year. Ind-$5.20 per thousand per year. (Amount of insurance based upon annual salary.)	
MASSACHUSETTS - PUBLIC						
Berkshire, Bristol Cape Cod, Greenfield, Holyoke, Mass. Bay, Massasoit, Mt. Wachusett, North Shore, Northern Essex, and Quinsigamond Community Colleges and Newton Junior College	No	(1) Massachusetts Retirement Plan (2) 20 years (3) Inst-balance necessary to provide benefit Ind-5%	Inst - 75% Ind - 25%		First $2,000 coverage included in medical (Inst-75%, Ind-25%). Additional coverage (up to $1,000 less than salary) available; employee pays full premium.	

Table 9

ULL-TIME FACULTY AT RESPONDING NEJCC MEMBER INSTITUTIONS, 1971-72

n[2]	Medical Plan[3] Basic	Medical Plan[3] Major	Life Insurance	Long-Term Disability Protection	Workmen's Compensation	Cash Tuition for Children[4]	Other Benefits in Kind and/or Comments[4]
te m, re- th) ce ro- oth) t 5% 5% y	Inst-100% for employee and 50% for family coverage. Ind-50% for family coverage.		Inst-$3.74 per thousand per year. Ind-$5.20 per thousand per year. (Amount of insurance based upon annual salary.)	No	Yes	No	Waiver of tuition available to employee, spouse and dependent children.
etts an nce pro-	Inst - 75% Ind - 25%		First $2,000 coverage included in medical (Inst-75%, Ind-25%). Additional coverage (up to $1,000 less than salary) available; employee pays full premium.	No	Yes	No	

Table 9 (Cont'd)

Institution	FICA[1]	Retirement Plan[2]	Medical Plan[3] Basic	Medical Plan[3] Major	Life Insurance	Long-Ter Disabili Protecti
RHODE ISLAND - PUBLIC						
Rhode Island Junior College	Yes	(1) TIAA[5] (2) Immediate (3) Inst-9% Ind-5%	Yes	Yes	Ind-$6.50 per thousand per year. Inst-balance of premium. (Maximum amt-annual salary taken to next highest multiple of $1,000.)	Yes
CONNECTICUT - PRIVATE						
Hartford College for Women	Yes	(1) TIAA (2) Immediate (3) Inst-5% Ind-5%	Ind-100%	Inst-100%	NR	Inst-10
Mitchell College	Yes	(1) TIAA (2) Immediate (3) Inst-7% Ind-7%	Inst - 50% Ind - 50%		Four units of TIAA decreasing term: Inst-50%, Ind-50%	TIAA package Inst-50% Ind-50%
Post Junior College	Yes	(1) TIAA (2) Immediate (3) NR	Yes	Yes	Yes	Yes
MASSACHUSETTS - PRIVATE						
Bay Path Junior College	Yes	(1) Bay Path Retirement Income Plan (2) 10 years (3) Inst-6% Ind-0% (see comments)	Yes Inst-varies Ind-varies	Yes Inst-varies Ind-varies	Coverage equal to ½ annual salary provided by Inst; supplemental available at $.30 per thousand per month	Inst-10

Table 9 (Cont'd)

ment Plan[2]	Medical Plan[3] Basic	Medical Plan[3] Major	Life Insurance	Long-Term Disability Protection	Workmen's Compensation	Cash Tuition for Children[4]	Other Benefits in Kind and/or Comments[4]
AA[5] mediate st-9% d-5%	Yes	Yes	Ind-$6.50 per thousand per year. Inst-balance of premium. (Maximum amt-annual salary taken to next highest multiple of $1,000.)	Yes	NR[6]	No	
AA mediate st-5% d-5%	Ind-100%	Inst-100%	NR	Inst-100%	Yes	NR	
AA mediate st-7% d-7%	Inst - 50% Ind - 50%		Four units of TIAA decreasing term: Inst-50%, Ind-50%	TIAA package: Inst-50% Ind-50%	Yes		Tuition for children at Mitchell only. Prescription rider to Blue Cross: Inst-50%, Ind-50%
AA mediate R	Yes	Yes	Yes	Yes	Yes	Yes?	
y Path ement e Plan 0 years nst-6% % (see nts)	Yes Inst-varies Ind-varies	Yes Inst-varies Ind-varies	Coverage equal to ½ annual salary provided by Inst; supplemental available at $.30 per thousand per month	Inst-100%	Yes	Provided	Supplemental plan allows employee to contribute a percentage of salary to retirement plan.

Table 9 (Cont'd)

Institution	FICA[1]	Retirement Plan[2]	Medical Plan[3] Basic	Major	Life Insurance	Long- Disa' 'rote
Becker Junior College	Yes	(1) TIAA (2) Immediate (3) Inst-10% Ind-5%	Inst - 67% Ind - 33%		Inst-75% Ind-25%	Inst- Ind-2
Bradford College	Yes	(1) TIAA (2) Immediate (3) Inst-9.8% of first $9,000; 15% of salary above $9,000 Ind-5%	Inst-80% for employee; 20% for dependents Ind-20% for self; 80% for dependents		Inst-100%	Inst-
Bean Junior College	Yes	(1) Private Plan (2) 10 years (3) Inst pays entire contribution; amt. not specified.	Inst-100% for employee Ind-100% for family portion.		Inst-100%	Inst-
Garland Junior College	Yes	(1) College Investment Plan (2) NR (3) Inst-6% Ind-0	Yes	Yes	Inst-100%	Inst-
Hasell Junior College	Yes	(1) TIAA (2) Immediate (3) Inst-7½% Ind-7½%	Inst-100%		Inst-100%	Inst-
Leicester Junior College	Yes	(1) TIAA (2) Immediate (3) Inst-5% of first $9,000; 8% of salary above $9,000. Ind-5%.	Inst-100%		Yes Amt. varies	Inst-

Table 9 (Cont'd)

an[2]	Medical Plan[3] Basic	Major	Life Insurance	Long-Term Disability Protection	Workmen's Compensation	Cash Tuition for Children[4]	Other Benefits in Kind and/or Comments[4]
	Inst - 67% Ind - 33%		Inst-75% Ind-25%	Inst-75% Ind-25%	Yes	No	
00;	Inst-80% for employee; 20% for dependents Ind-20% for self; 80% for dependents		Inst-100%	Inst-100%	Yes	No	
an ou- t	Inst-100% for employee Ind-100% for family portion.		Inst-100%	Inst-100%	No	Yes (See comments)	Tuition for children - free at Dean or up to $1,000 per year for 2 years elsewhere. Also pay 50% of tuition costs for faculty member's graduate study.
n-	Yes	Yes	Inst-100%	Inst-100%	Yes	No (See Comments)	Children may attend Garland free.
	Inst-100%		Inst-100%	Inst-100%	Yes	No	
f	Inst-100%		Yes Amt. varies	Inst-100%	Yes	No	

Table 9 (Cont'd)

Institution	FICA[1]	Retirement Plan[2]	Medical Plan[3] Basic	Major	Life Insurance	Long-Term Disability Protection
Wentworth Institute	Yes	(1) TIAA (2) Immediate (3) Inst-10% Ind-0	Inst - 50% Ind - 50%		Inst - 67% Ind - 33%	Inst-100%
NEW HAMPSHIRE - PRIVATE						
Colby Junior College	Yes	(1) TIAA (2) Immediate (3) Inst-8% Ind-4%	Inst-100%		No	Inst-100%
VERMONT - PRIVATE						
Champlain College	NR	(1) NR (2) NR (3) Institution pays entire contribution; amt. not specified	Inst-100%		Inst-100%	NR
Green Mountain College	Yes	(1) TIAA (2) Immediate (3) Inst-5% of first $4,800; 10% of salary above $4,800 Ind-5%	Inst-100%		Inst-100%	Inst-100%
Vermont College	Yes	(1) TIAA and National Life Insurance Co. (2) 5 years (3) Inst-5% Ind-5%	Inst-25% Ind-75%	Inst-100%	Inst-100%	Inst-100%

[1] For institutions answering "yes", employee participation is mandatory. Both the inst 5.2% of the employees first $9,000 of salary (i.e. each contributes a maximum of $468

[2] Presented are: (1) name of the plan, (2) years until vesting, and (3) the institution tributions to the plan expressed as a percent of employee's salary.

Table 9 (Cont'd)

Medical Plan[3]		Life Insurance	Long-Term Disability Protection	Workmen's Compensation	Cash Tuition for Children[4]	Other Benefits in Kind and/or Comments[4]
Basic	Major					
Inst - 50% Ind - 50%		Inst - 67% Ind - 33%	Inst-100%	Yes	Yes Inst-50% Ind-50%	
Inst-100%		No	Inst-100%	Yes	No	
Inst-100%		Inst-100%	NR	NR	Yes	Tuition for graduate study.
Inst-100%		Inst-100%	Inst-100%	Yes	Yes	Summer study - $300.
Inst-25% Ind-75%	Inst-100%	Inst-100%	Inst-100%	Yes	Yes	

participation is mandatory. Both the institution and the individual contribute
y (i.e. each contributes a maximum of $468) in 1971-72.

ears until vesting, and (3) the institution's (Inst) and individual's (Ind) con-
ent of employee's salary.

Table 9 (Cont'd)

[3] Percent of premium paid by institution and individual.

[4] "Cash Tuition" means cash payment must be available for any faculty child to at
attend the responding college does not qualify. The latter is, however, a frin
reported such a plan, it is noted under Comments. However, since information c
quested, it should not be assumed such a plan does not exist simply because it

[5] TIAA-CREF, the Teachers Insurance and Annuity Association - College Retirement
CREF is immediate; however, individual institutions may establish a waiting per
on the waiting period was not requested.

[6] NR = No Response.

Table 9 (Cont'd)

cution and individual.

t must be available for any faculty child to attend any institution; free tuition to es not qualify. The latter is, however, a fringe benefit, and where an institution d under Comments. However, since information on this plan was not specifically re- d such a plan does not exist simply because it is not noted here.

e and Annuity Association - College Retirement Equities Fund. Vesting under TIAA- vidual institutions may establish a waiting period for new employees. Information quested.

APPENDIX A — 1971-72 NEJCC Salary Survey

NAME OF INSTITUTION

1. INSTITUTION CODE NUMBER

PART I - SALARIES OF SELECTED ADMINISTRATORS, 1971-72

Report the annual salaries of administrators who are employed on a full-time basis for at least two semesters, three quarters, or two trimesters of the 1971-72 academic year. If an administrator is on sabbatical leave, report his regular salary. If an administrator contributes his services, write "CS" in the "SALARY" column.

Salaries should be reported in strict accordance with both level and function as indicated by the position titles. However, positions in which the level is designated as "Manager" or "Officer" may be substituted for "Director" if these terms are interchangeable at your institution. Do not report assistants, associates, or deputies to any of the positions.

Report basic contract salaries exclusive of fringe benefits. Salaries should be reported on an 11-12 month basis. A salary paid on another basis should be converted to the equivalent 11-12 salary. For example, a 9-10 month salary would be multiplied by 11/9 to derive the equivalent 11-12 month salary.

Report the salary of an individual administrator only once. If an individual serves in more than one of the positions listed, report his salary according to the position that is considered most important or occupies the greater portion of his time. Institutions with more than one administrator for a given administrative position, should report the salary of the highest paid administrator in that position.

NOTE: Please indicate for each position whether the incumbent is a man or a woman by checking either column (3) or (4).

POSITION (1)	LINE NO. (2)	[redacted]	SALARY (5)	POSITION (1)	LINE NO. (2)	[redacted]	SALARY (5)
PRESIDENT OR CHANCELLOR	1		$	DIRECTOR OF FOOD SERVICES	23		$
EXECUTIVE VICE-PRESIDENT	2			DIRECTOR OF EVENING DIVISION	24		
VICE-PRESIDENT FOR ACADEMIC ADMINISTRATION	3			DIRECTOR OF INSTITUTIONAL RESEARCH	25		
VICE-PRESIDENT FOR BUSINESS ADMINISTRATION	4			DIRECTOR OF NONACADEMIC PERSONNEL	26		
VICE-PRESIDENT FOR DEVELOPMENT	5			DIRECTOR OF PLACEMENT SERVICES	27		
VICE-PRESIDENT FOR PLANNING	6			DIRECTOR OF PHYSICAL PLANT	28		
VICE-PRESIDENT FOR STUDENT AFFAIRS	7			DIRECTOR OF PLANNING	29		
PROVOST	8			DIRECTOR OF PUBLIC RELATIONS	30		
DEAN OF ADMISSIONS	9			DIRECTOR OF RESIDENCE HALLS	31		
DEAN OF FACULTY	10			DIRECTOR OF STUDENT COUNSELING	32		
DEAN OF GRADUATE SCHOOL	11			DIRECTOR OF STUDENT FINANCIAL AID	33		
DEAN OF INSTRUCTION	12			DIRECTOR OF STUDENT HEALTH	34		
DEAN OF MEN	13			DIRECTOR OF STUDENT UNION	35		
DEAN OF STUDENTS	14						

NOTE: Please indicate for each position whether the incumbent is a man or a woman by checking either column (3) or (4).

POSITION (1)	LINE NO. (2)	[redacted]	SALARY (5)	POSITION (1)	LINE NO. (2)	[redacted]	SALARY (5)
PRESIDENT OR CHANCELLOR	1		$	DIRECTOR OF FOOD SERVICES	23		$
EXECUTIVE VICE-PRESIDENT	2			DIRECTOR OF EVENING DIVISION	24		
VICE-PRESIDENT FOR ACADEMIC ADMINISTRATION	3			DIRECTOR OF INSTITUTIONAL RESEARCH	25		
VICE-PRESIDENT FOR BUSINESS ADMINISTRATION	4			DIRECTOR OF NONACADEMIC PERSONNEL	26		
VICE-PRESIDENT FOR DEVELOPMENT	5			DIRECTOR OF PLACEMENT SERVICES	27		
VICE-PRESIDENT FOR PLANNING	6			DIRECTOR OF PHYSICAL PLANT	28		
VICE-PRESIDENT FOR STUDENT AFFAIRS	7			DIRECTOR OF PLANNING	29		
PROVOST	8			DIRECTOR OF PUBLIC RELATIONS	30		
DEAN OF ADMISSIONS	9			DIRECTOR OF RESIDENCE HALLS	31		
DEAN OF FACULTY	10			DIRECTOR OF STUDENT COUNSELING	32		
DEAN OF GRADUATE SCHOOL	11			DIRECTOR OF STUDENT FINANCIAL AID	33		
DEAN OF INSTRUCTION	12			DIRECTOR OF STUDENT HEALTH	34		
DEAN OF MEN	13			DIRECTOR OF STUDENT UNION	35		
DEAN OF STUDENTS	14			ASSISTANT TO THE PRESIDENT	36		
DEAN OF WOMEN	15			BUSINESS MANAGER	37		
DIRECTOR OF ADMISSIONS	16			CHIEF LIBRARIAN	38		
DIRECTOR OF ALUMNI ASSOCIATION	17			CONTROLLER	39		
DIRECTOR OF ATHLETICS	18			PERSONNEL MANAGER	40		
DIRECTOR OF BUDGET	19			PURCHASING OFFICER	41		
DIRECTOR OF CONTINUING EDUCATION	20			REGISTRAR	42		
DIRECTOR OF DATA PROCESSING	21			BOOKSTORE MANAGER	43		
DIRECTOR OF DEVELOPMENT	22						

42

1971-72 NEJCC SALARY SURVEY

Name of Institution: _____

Signature of Respondent: _____

Part 2 -- Contract Salaries of Full-Time Faculty, 1971-72

	9-10 Month Contracts	11-12 Month Contracts
Professors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Associate Professors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Assistant Professors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Instructors		
Number		
Maximum Salary		

Associate Professors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Assistant Professors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Instructors		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		
Four Ranks Combined		
Number		
Maximum Salary		
Minimum Salary		
Mean Salary		

1971-72 NEJCC SALARY SURVEY

Name of Institution: _____

Part 3 -- Fringe Benefits for Full-Time Faculty

Benefits	Is Benefit Provided or Available?	If Provided or Available, Indicate Dollar and/or Percent Amount Provided By:	
		Institution	Individual
1. F.I.C.A.			
2. Retirement Plan Name of Plan _____ _____ Years Until Vesting _____			
3. Hospitalization, Surgical and Medical Plans a. Basic b. Major			
4. Life Insurance			
5. Guaranteed (Long-Term) Disability Income Protection			
6. Unemployment Compensation Taxes			
7. Workmen's Compensation			
8. Cash Tuition for Children			
9. Cash Housing Benefits			
10. Other Benefits In Kind With Cash Options (Explain)			

NOTE: If a printed description of your benefit plan is available, please provide a copy to NEBHE along with this survey.

APPENDIX B

NEJCC MEMBERS RESPONDING TO THE SALARY S

Public Institutions

Connecticut

- Greater Hartford Community College[1]
- Housatonic Community College
- Manchester Community College
- Mattatuck Community College
- Middlesex Community College
- Norwalk Community College
- South Central Community College

Massachusetts

- Berkshire Community College
- Bristol Community College
- Cape Cod Community College
- Greenfield Community College
- Holyoke Community College
- Massachusetts Bay Community College[4]
- Massasoit Community College
- Mount Wachusett Community College
- Newton Junior College
- North Shore Community College
- Northern Essex Community College
- Quinsigamond Community College

Rhode Island

- Rhode Island Junior College

Private

Connecticut

- Hartford Colleg
- Junior Colelge
- Mitchell Colleg
- Post Junior Col
- St. Thomas Semi

Massachusetts

- Bay Path Junior
- Becker Junior C
- Bradford Junior
- Dean Junior Col
- Garland Junior
- Lasell Junior C
- Leicester Junio
- Wentworth Insti

New Hampshire

- Colby Junior Co

Vermont

- Champlain Colle
- Green Mountain
- Vermont College

---

[1] Included in the administrative salary survey only.

[2] Responded but excluded from salary survey. A division of the University of personnel have University-wide responsibility.

[3] Responded but excluded from salary study. Staffed by diocesan priests who their educational services *per se*.

[4] Included in the faculty salary survey only; institutional policy does not a (administrative) salaries.

APPENDIX B

NEJCC MEMBERS RESPONDING TO THE SALARY SURVEY

tions

nity College[1]
ollege
ollege
llege
llege
ege
y College

llege
ege
lege
ollege
ege
unity College[4]
llege
ity College

College
ty College
College

llege

Private Institutions

Connecticut

Hartford College for Women[1]
Junior Colelge of Connecticut[2]
Mitchell College
Post Junior College
St. Thomas Seminary[3]

Massachusetts

Bay Path Junior College
Becker Junior College
Bradford Junior College
Dean Junior College
Garland Junior College
Lasell Junior College
Leicester Junior College
Wentworth Institute

New Hampshire

Colby Junior College

Vermont

Champlain College
Green Mountain College
Vermont College

---

strative salary survey only.
from salary survey. A division of the University of Bridgeport, most of the College's
ity-wide responsibility.
from salary study. Staffed by diocesan priests who do not receive compensation for
ices *per se*.
y salary survey only; institutional policy does not allow release of individual
ies.